

2014 Premium Pay Limitation for the CENTCOM Area of Operations

Information for Employees

1. The DoD policy for the Increased Annual Premium Pay Limitation (APPL) for 2014 for eligible DoD employees, including Defense Civilian Intelligence Personnel System (DCIPS), was issued on April 10, 2014. No further delegation is required for eligible employees assigned to Iraq and Afghanistan. Those employees assigned to countries outside of Iraq and Afghanistan still require the Army re-delegation memorandum which has not yet been issued. The CY 2014 period of entitlement is 15 December 2013 through 13 December 2014 and the increased limit is \$233,000. These dates are based on when the money is paid (i.e., salary for pay period 15 December 2013 to 28 December 2013 is paid on 9 January 2014 within CY 2014; salary for pay period 30 November to 13 December 2014 is paid on 24 December 2014 which is also in CY 2014; but salary for pay period 14-27 December 2014 will be paid on 8 January 2015 and is not covered in the CY 2014 entitlement).

2. There are two different pay limitations for these eligible employees that cover different pay categories:

a. The annual maximum earnings limitation (\$233,000 for 2014) includes basic and locality pay PLUS premium pay (which includes overtime, Sunday pay, holiday pay, and night differential). All these categories except Basic and locality pay are premium pay items and not deferrable. Eligible DoD employees who are granted a waiver under the CENTCOM authorities will be covered by a higher annual premium pay cap and will be entitled to premium payments to the extent the employee's combined payable amount of basic pay and premium pay for calendar 2014 does not exceed the annual rate of salary payable to the Vice President under 3 U.S.C. 104 (\$233,000 for 2014).

b. The aggregate limitation of pay includes awards, supervisory differential, physician comparability, recruitment/relocation/retention incentive, post differential and danger pay. Pay of these types will not be limited and will be paid in CY 2014 rather than deferred.

3. The procedures for establishing this increase in APPL are the same in 2014 as for 2013. The commands must determine the eligibility for the increase in APPL and then submit the listing of eligible employees to the Civilian Human Resources Agency (CHRA) who will forward the list for coding in the Defense Civilian Personnel Data System (DCPDS).

4. The earliest date of eligibility for this increase in APPL for 2014 is 15 December 2013. Since the coding had to wait for DoD/Army implementation guidance to be issued, there may be retroactive actions that must be processed to ensure the entitlement for the entire period that the employee is eligible. It is estimated that it will take about four weeks to complete the required retroactive DCPDS coding after receipt of the listing of eligible employees from the commands.
5. Once the required coding is completed, the codes will electronically flow to the Defense Civilian Pay System (DCPS), the higher APPL will be applied to the payroll record, and any cutback monies owed for the current calendar year will be paid. Any monies owed in the prior calendar year will require Defense Finance and Accounting Service (DFAS) manual intervention.
6. To summarize the steps required:
 - A) Commands identify the eligible employees and forward a listing to CHRA.
 - B) CHRA forwards the listings for DCPDS coding (approximately four weeks).
 - C) DCPS will automatically pay any cutback monies for the current calendar year. DFAS takes two pay periods (or longer) to complete manual coding for retroactive payments (payments for pay in the prior calendar year).
7. Employees that do not receive their higher premium pay limitation payment should follow the steps below to ensure proper payment.
 - A) Check with the command to ensure they have been identified as being eligible for the higher APPL.
 - B) If the command has deemed them eligible, the command POCs can check with the CHRA POCs to determine if the DCPDS coding is completed (CHRA will provide the commands listings of employees whose coding has been completed).
 - C) If the CHRA POC has not yet confirmed that the coding for the employee has been completed, the command should ask the CHRA POC for a status of the coding. Employees should not contact the CHRA POC directly because command submission of the employee name is required.
 - D) If the DCPDS coding has been completed, then the employee can check with their Customer Service Representative to determine the status of their payment. It is recommended that the employee wait at least two pay periods after the DCPDS coding is accomplished to allow time for the DFAS manual calculation process (if needed) before requesting status of the back payment.